

THE CALIFORNIA STATE UNIVERSITY
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To: Associate Vice Presidents for Faculty Affairs
Human Resources Directors
Benefits Officers

From: Cathy Robinson
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Human Resources Administration



Cordelia Ontiveros
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Academic Human Resources



Subject: Academic Student Employees (Unit 11) Benefits Implementation

The California State University (CSU) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO and its Local Union 4123 recently completed negotiations on the first Collective Bargaining Agreement (CBA) for UAW represented employees. The effective date of the Agreement is June 24, 2005.

The CSU-UAW CBA covers Teaching Associates, Graduate Assistants and Instructional Student Assistants. This Technical Letter documents the core, supplemental, and voluntary benefits for employees provided under the terms of the CBA.

➤ **TEACHING ASSOCIATES ONLY**

Eligibility

Teaching Associate employees fall under normal benefits eligibility that require an appointment of half-time or more for more than six (6) months.

Benefit Programs

Teaching Associates who meet the normal benefits eligibility criteria are eligible for the following benefit programs:

- **Health Benefits** - Eligible Teaching Associate employees and their eligible family members may enroll in health benefits. The CSU contribution toward health benefits is governed by Government Code Section 22871.
- **CSU Health Premium Conversion Program (TAPP)** - All Teaching Associates who are enrolled in health benefits are entitled to participate in TAPP. The participating employee shall pay all administrative costs.
- **Dental Insurance** - Eligible Teaching Associate employees and their eligible family members may enroll in dental insurance. Plan level is either the CSU basic

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Prepaid Dental Plan or the CSU Enhanced Level I Indemnity Dental Plan. The dental benefit is currently fully paid by the CSU.

- **Vision Care** - Eligible Teaching Associate employees and their eligible family members may enroll in vision care. Vision benefits are those offered through the CSU plan for all employees and the benefit is currently fully paid by the CSU.
- **Flex Cash Program** - Teaching Associate employees eligible for either health or dental insurance may waive health and/or dental insurance if the employee certifies he/she has alternate non-CSU insurance for the insurance being waived. The amount of the monthly payments are:
 - Waive medical & dental \$140 per month
 - Waive medical only \$128 per month
 - Waive dental only \$ 12 per month
- **CSU Health Care Reimbursement Account (HCRA) Plan** – All Teaching Associate employees may participate in the HCRA plan. The participating employee shall pay all administrative costs.
- **CSU Dependent Care Reimbursement Account (DCRA) Plan** - All Teaching Associate employees may participate in the DCRA plan. The participating employee shall pay all administrative costs.
- **Life Insurance** - Eligible Teaching Associate employees will be covered by life insurance in the amount of \$50,000 fully paid by the CSU.
- **Voluntary Life Insurance** – Eligible Teaching Associate employees may enroll in the voluntary life insurance plan administered by The Standard in accordance with the terms set by the CSU.
- **Retirement Benefits** - Teaching Associates are subject to membership in the California Public Employees’ Retirement System (CalPERS) upon meeting CalPERS eligibility criteria.
- **Industrial Disability Leave (IDL)** - Eligible Teaching Associates may participate in the IDL program if eligibility criteria is met and in accordance with the terms set by the CSU.
- **Non-Industrial Disability Insurance (NDI)** - Eligible Teaching Associates may participate in the NDI program if eligibility criteria is met and in accordance with the terms set by the CSU.
- **401(k), 403(b), and 457 Plans** - Teaching Associates are eligible to participate in these plans in accordance with the terms set by the CSU or the Department of Personnel Administration, as appropriate, pursuant to IRS guidelines.

➤ **TEACHING ASSOCIATES, GRADUATE ASSISTANTS AND INSTRUCTIONAL STUDENT ASSISTANTS**

Eligibility

All Unit 11 employees are eligible for the following benefit program pursuant to campus policy.

- **Pre-tax Parking** – Eligible bargaining unit employees shall be entitled to participate in the CSU Pre-tax Parking Fee Deduction Plan. The implementation and terms of this plan are determined by the CSU.

As a reminder, Unit 11 employees who are ineligible for CalPERS membership and who do not meet the Student FICA exemption, must be enrolled in the Part-Time, Seasonal and Temporary (PST) retirement program administered by the Department of Personnel Administration. Please

refer to the most current HR memorandum on Student Employment and the Student FICA Exemption for additional information.

Please refer to the CSU-UAW Collective Bargaining Agreement for additional information on all benefit programs.

The CSU benefits web site will be updated to reflect the addition of Unit 11 employees.

Questions regarding this Technical Letter may be directed to Human Resources Administration at (562) 951-4411. This technical letter is also available on the Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

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